

A monthly publication by the
U.S. Coast Guard
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CIVIL RIGHTS ON DECK



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Volume 13, Issue 10

October 2018

National Native American Heritage Month



In the month of November, the Coast Guard (CG) traditionally celebrates the rich cultural history of Native Americans. This includes taking the time to recognize the many tribes across the Nation. The CG encourages commands to promote activities and events that educate the workforce about Native Americans and their contributions to America's rich and diverse history. Commanders, members of CG's Leadership Diversity Advisory Councils (LDAC) and Special Emphasis Program (SEP) Coordinators are welcome to share their units' events on the CG's Special Emphasis Program SharePoint Site at <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP2017/default.aspx>

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Combating and Preventing Harassment is Everyone's Job

On August 26th, Vice Commandant, Admiral Charles Ray, signed and released the *Total Workforce Engagement in Preventing Harassment* ALCOAST (305/18). In his message, he said "...harassment of any kind erodes our strength, and is fundamentally incompatible with our Core Values of Honor, Respect, and Devotion to Duty." To show his stance on maintaining a workplace free of harassing behaviors, Admiral Ray directed all members of the Coast Guard to review and discuss Department of Homeland Security and Coast Guard's anti-harassment policies by September 28, 2018, located at <https://www.uscg.mil/Resources/Civil-Rights/Equal-Employment-Opportunity-Laws-Statutes-and-Regulations/>. This site also contains Admiral Ray's message in its entirety. By Ms. Deborah Gant, CRD, USCG HQ



Coast Guard Proud: When Our Own are Recognized, We All Shine



At the 15th Annual National Latina Symposium, Yeoman Second Class Rita M. Martinez, Base Seattle and Cadet First Class Valentina Giraldo Torres, U.S. Coast Guard Academy (USCGA), were recipients of the Latina Style Distinguished Service Award. This award recognizes leadership accomplishments and the commitment to building strong communities. Pictured (left to right), the CG Senior Executive Champion for the Ceremony, RADM James E. Rendón, Superintendent, USCGA; First Class Cadet Valentina Giraldo Torres; Yeoman Second Class Rita Martinez; and RDML Melissa Bert, Director of Governmental and Public Affairs, CGHQ, who served on the General Officer Panel: *Diversity in the Military today...Women Blazing the Trail for future Flag Officers*. By Mr. Juan Torres, CRD, USCG HQ

Can an Accommodation Cause an Undue Hardship for an Employer?

Yes, according to the Equal Employment Opportunity Commission (EEOC). In a recent decision on appeal, EEOC agreed with a Merit Systems Protection Board (MSPB) ruling that an employee was not subjected to discrimination due to his disability when he was removed from his job for excessive absenteeism.

In this case, as a reasonable accommodation, the U.S. Air Force granted the employee leave on an as-needed basis. This included advanced sick leave. Over a one year period, the employee was absent 45% of the time. Eventually, his absence became a burden to the Service and the employee was terminated. The agency contended that while coworkers were able to assist with some of the employee's duties, they were unable to cover the essential functions of the position and that the duties were unique. The Complainant appealed the termination with the MSPB, which found in favor of the Service. At EEOC, the judge determined that while granting leave is a form of a reasonable accommodation, prolonged and unpredictable periods of leave can create an undue hardship, especially if the absent employee holds a unique position. *Lewis Z. v. U.S. Air Force*, EEOC Petition No. 0320180049 (August 10, 2018). By Ms. Elizabeth Mercado, CRD, USCG HQ



Attention Commands: Coast Guard Civil Rights Command Checklist is due Oct 31st.

USCG Service Member Receives Top Honors



Lieutenant Commander (LCDR) Lee B. Stenson, Force Readiness Command (FORCECOM), Norfolk, VA, received the Coast Guard (CG) 2018 Blacks In Government (BIG) Meritorious Service Award during the National President's Reception in New Orleans, LA. LCDR Stenson is a champion for inclusion, equality and fairness in the CG and the communities where he lives and serves. Pictured (left to right) Blacks in Government, National President, the Honorable Dr. Doris P. Sartor; LCDR Lee B. Stenson; and Ms. Regina D. Kennedy, Vice Chairperson, National Board of Directors. By Mr. Juan Torres, CRD, USCG HQ

Dedicated to Making a Difference Toward a Positive Workforce

Annually, the Office of Personnel Management (OPM) administers the Federal Employee Viewpoint Survey (FEVS) for civilian members. It is designed to measure employees' perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies. The results of the survey are shared with each respective organization. The Civil Rights Directorate (CRD) reviewed and analyzed its 2017 results against 2016 and shared the outcome at an all-hands brief presented by Ms. Molly Launceford (Intern), pictured right. Overall, CRD's 2017 scores showed a measurable improvement from 2016, and were equal to or better than DHS' in all categories. As with some previous years, CRD leadership established a focus group to explore possible straightforward actions that the Directorate could enact to address lower-score responses and/or perceptions. The group consisted of 16 non-supervisory staff members, representative of all CRD areas. Mr. Ernie Morton, Measures Manager, CG Business Intelligence facilitated the discussions. His specialty is in performance measurement and improvement. By CDR Kimberly Chesteen, CRD, USCG HQ



Welcoming New Shipmates



◀ Civil Rights Directorate (CRD) welcomes Lieutenant (LT) Patrick Lammersen as the Equal Opportunity Advisor in Alameda, CA. He is responsible for providing service for [Region 3, Zone 11](#). Prior to joining the CRD family, LT Lammersen was an Investigating Officer at the Marine Safety Unit in Deluth, MN, overseeing the program in Western Lake Superior and at Sector Puget in Juneau, AK. He has over 19 years of military experience as a Commissioned Officer and prior Boatswain's Mate (BM). LT Lammersen is originally from Sacramento, CA. He and his wife Katherine have two children, Patrick and Emily. They share a love of adventure and travel. By Mr. Stephen Snyder, CRD, Region 3

▶ Also, joining CRD is Mr. Wayne M. McKenzie as an Equal Employment Opportunity Specialist in Norfolk, VA. He is responsible for providing service for the CG Workforce for [Region 2, Zone 5](#). In his previous position, he was an Equal Opportunity Advisor (EOA) with both the First Army Division West in Fort Hood, TX and the 210th Field Artillery Brigade at Camp Casey, Korea. Mr. McKenzie attended the EOA Course at DEOMI. He is a trained mediator and has a bachelor's degree in Human Resources. Mr. McKenzie is an Army veteran with over 26 years of service. Mr. McKenzie, and

wife, Ms. La-Shawnta D. McKenzie (also a retired veteran) have three children. By Mr. Reginald Diggins, CRD, Region 2



The 2018/2019 CG Partnership in Education (PIE) Registration is now open at:
<https://cg.portal.uscg.mil/units/CGoo.HQ/ooH/2/CG-PIE/default.aspx> (ALCOAST 339/18).